



# ESG REPORT

ENVIRONMENTAL ▲ SOCIAL ▲ GOVERNANCE

REPORT 2025

# ABOUT LANDGUARD SYSTEMS

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**We specialise in designing and manufacturing custom radio systems that enable our government, defence and law enforcement customers to track, locate and protect their crucial operation assets.**

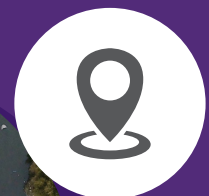
Our specialist intelligence, surveillance, target acquisition and reconnaissance (ISTAR) systems include high performance blue force and red force comprehensive tracking devices that work across Iridium, cellular and RF technologies, as well as software defined radio (SDR) transceivers that provide flexible, small-size high-power radio platforms based on the latest Open CPI and Open VPX industry standards.

## OUR VALUES

**We're innovative.** We take pride in designing and manufacturing innovative systems, embracing the latest technologies, and ensuring our products are engineered to the highest possible standard without ever compromising on performance.

**We're passionate.** We understand that the work we do helps keep people safe, so we bring passion and enthusiasm to everything we deliver to our customers.

**We're responsible.** We know that our systems make a real difference, so we make sure we deliver on our promises. We remember that our customers are often publicly funded, so we utilise our resources effectively.







# ▲ ENVIRONMENTAL

**We recognise the importance of all businesses to manage and reduce their carbon emissions for the benefit of us all.**

As a company that works with many customers across the globe, it is crucial that we are both aware of the impact that our business activities have on the environment, as well as to actively reduce this impact where we can. We also understand that is not just our activities as a business that need to be managed, but those of the entire supply chain that we are part of.

## REDUCTION INITIATIVES

Landguard Systems is committed to measuring and managing the reduction of carbon emissions across all our activities and holds an annual business review to identify our impact and opportunities for improvement.

The whole company is involved in and encouraged to put forward ideas for improving processes and efficiency across the business, with environmental considerations becoming a focus when prioritising outputs from the business review process.

**UPDATE** Our reduction initiatives made significant progress in 2024. We've successfully transitioned to using 100%

renewable energy and have adopted sustainable packaging materials. These efforts are part of our ongoing commitment to reducing carbon emissions and promoting environmental sustainability.

## ENERGY USE

As part of our efforts to reduce our carbon footprint, we have put measurements in place to capture our energy usage and our business related travel. This will give us a better understanding of the environmental impact of our day to day business activities, with a view to actively work to reduce this in the future.



**UPDATE** In 2024, we achieved 100% renewable energy consumption. This accomplishment reflects our dedication to reducing our environmental impact and promoting sustainable energy practices. We continue to explore ways to maintain and increase our use of renewable energy.



**OUR SUSTAINABLE SUPPLY CHAIN**

We recognise that we have a responsibility to ensure that our supply chain is ethical and sustainable. We are committed to expanding our supplier selection criteria to include evaluation of environmental policies and carbon footprint reduction initiatives.

**UPDATE** We have introduced new processes to ensure our supply chain is sustainable. In 2024, we began recording our suppliers’ environmental commitments and certifications, ensuring that our supply chain aligns with our sustainability goals.

**WASTE MANAGEMENT**

As a manufacturer of electronics, it is imperative that we ensure waste electrical equipment is minimised and responsibly disposed of. Landguard Systems are waste electrical and electronic equipment (WEEE)

compliant, meaning we work to actively reduce the amount of electrical waste that is incinerated or sent to landfill through reusing and recycling products and components wherever possible.

**PACKAGING**

We are committed to reviewing our product packaging, with initiatives already in place that aim to reduce overall waste, as well as making the move towards introducing more sustainable, recyclable packaging materials.

**UPDATE** We are now using 100% recycled and recyclable packaging materials. This change reflects our commitment to reducing packaging waste and promoting sustainability.

**SHIPPING**

To minimise our transportation carbon footprint, we ship our products directly to the customers from our production facility. The shipping companies that we work with, both local and international, are compliant with ISO14001 for environmental management systems performance.

**UPDATE** We continue to improve our shipping processes to minimise our carbon footprint. Our shipping partners are compliant with ISO14001 for environmental management systems performance, ensuring that our products are delivered sustainably.





## ▲ SOCIAL

**At Landguard Systems we take our social responsibilities seriously, not only to our staff, but also to our community and customers.**

As well as recognising the importance of ensuring the health and happiness of our staff, we are also committed to supporting our local community and recognise the responsibilities we owe to our customers in terms of safety and service.

### EMPLOYEE WELL-BEING

We run a range of employee initiatives to promote well-being in the workplace.

- ▲ Flexible working – flexible working options offered to help employees balance their professional and personal lives.
- ▲ Staff development – personal development is encouraged via our annual appraisal process
- ▲ Engagement updates – regular company updates and team events encourage feedback from staff
- ▲ Team days – Teams are encouraged to participate in regular team building events
- ▲ Fruit for employees – fresh fruit is provided for employees to promote health & well-being

- ▲ Shower on site – for employees who wish to cycle or run into work

### HEALTH & SAFETY INITIATIVES

Annual fire safety audits are undertaken, including fire extinguisher training for staff. Landguard Systems also ensures staff members are trained as first aiders and are available on site. We also benefit from having a defibrillator device locally available.

**UPDATE** We are proud to report zero workplace incidents in 2024. Our commitment to health and safety is reflected in our ongoing training programs and safety measures, ensuring a safe working environment for all employees.

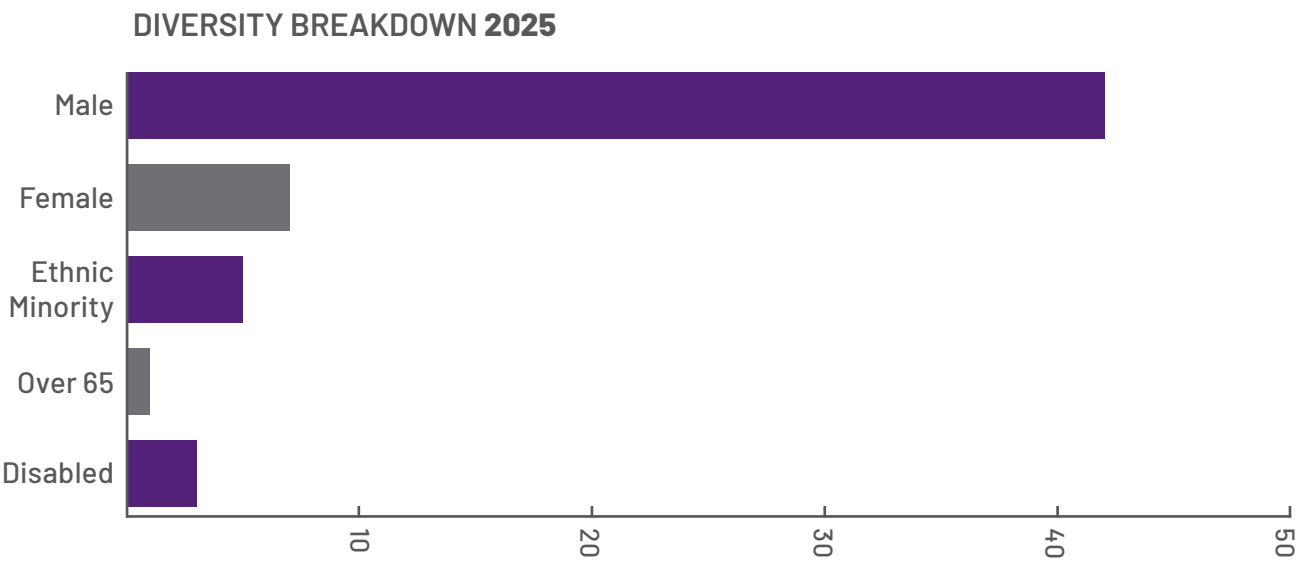
All our products are CE/UKCA marked, to ensure their safe use by our customers. We meet our responsibilities to carry comprehensive insurance, protecting employees and all individuals who have dealings with the company.

DIVERSITY & INCLUSION

We believe that an engaged and diverse

workforce helps enrich employment, training, innovation and individual and organisational development.

Landguard Systems is committed to ensuring that our employees are able to work in an environment free from unlawful discrimination, and that promotes equality of opportunity.



COMMUNITY ENGAGEMENT

We recognise the importance of supporting local business and communities, and so aim to use local suppliers wherever possible.

We support various defence and law enforcement charities, ensuring we provide regular financial support to help these charities give back to our customer communities. We also support local charities through links with our staff.

CUSTOMER RELATIONSHIPS

Customer feedback is important to us. We record and regularly review all feedback we have received, ensuring this feeds into improvement processes and quality systems across the business.

**UPDATE** Customer feedback remains a vital part of our improvement processes. We continue to enhance our products and services based on the valuable input we receive from our customers.

QUALITY CONTROL MEASURES

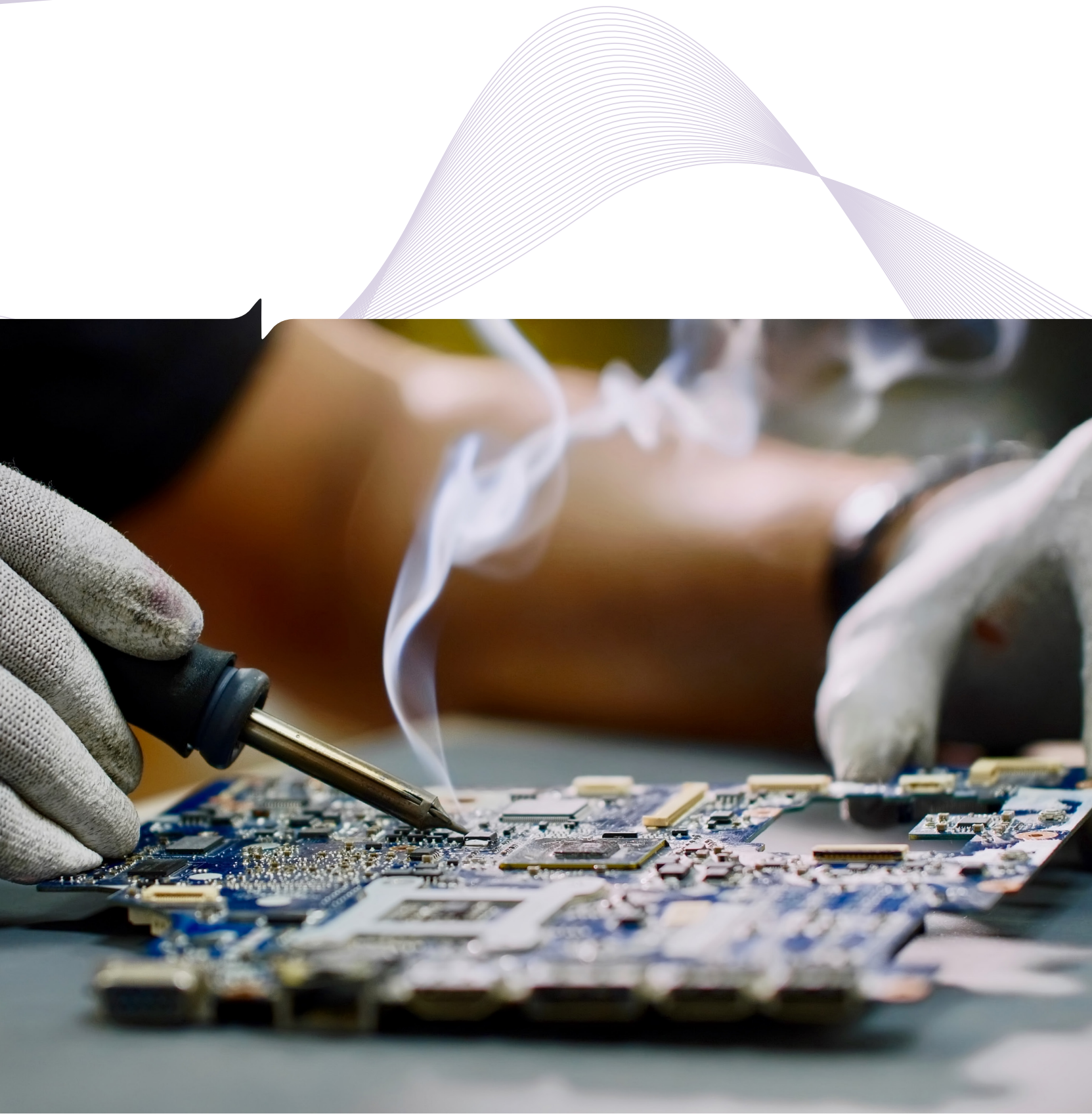
Quality is embedded in what we do. We are ISO9001 certified, ensuring that we have effective control measures in place across the business. We also have a formal complaints process in place, as well as a robust corrective actions process. These both encourage continuous improvement across the company, and further benefit from board level engagement. Rigorous test procedures ensure quality standards are met at all times, and are regularly reviewed and improved to meet a



variety of industry standards and certification, such as NATO developed Allied Quality Assurance Publications (AQAP).

We continuously review and improve our quality assurance processes, with plans to introduce first article inspection (FAI) control measures in the near future.

**UPDATE** Quality is embedded in everything we do. In 2024, we have made significant improvements to our quality control processes, ensuring that our products meet the highest standards. We successfully passed our three year renewal certification with no non-conformities.







# ▲ GOVERNANCE

**Landguard Systems is a company with a global presence and we recognise that we have a duty to ensure the company maintains transparent, responsible and ethical governance.**

## COMPANY STRUCTURE

Landguard Systems Limited is the trading company in the UK. It comprises all the operational functions of the business including Sales and Marketing, Product Design, Production and support operations.

Landguard Systems Inc is the trading company in the US. It comprises Sales and Support functions to North America.



## BOARD OF DIRECTORS

The Board of Directors sits at Group level and provides oversight of all companies.

The board comprises the following roles:

- ▲ Chairman
- ▲ Major Shareholder Representative #1
- ▲ Major Shareholder Representative #2
- ▲ Landguard Systems Managing Director
- ▲ Landguard Systems Commercial Director
- ▲ Landguard Systems Operations Director

The Board of Directors provides oversight of the ESG policies and the Senior Management Team is responsible for its implementation.

## CODE OF CONDUCT

The company has a "Code of Conduct" policy and guidance document that covers the following areas:

- ▲ Anti-Corruption Policy
- ▲ Equal Opportunities Policy
- ▲ Anti-Harassment and Bullying Policy



- ▲ IT and Communications Systems Policy
- ▲ Social Media Policy
- ▲ Workplace Responsibilities
- ▲ Whistle-blowing Policy

**UPDATE** Our Code of Conduct policies have been updated to reflect the latest standards and practices. We continue to provide training programs to ensure all employees understand and adhere to these policies.

## RISK MANAGEMENT

Risk management is rightly a standing board meeting agenda item. Risks are identified through review of the company's risk register. The register is 'owned' by the Board and is grouped into logical risk areas including environmental, societal and governance.

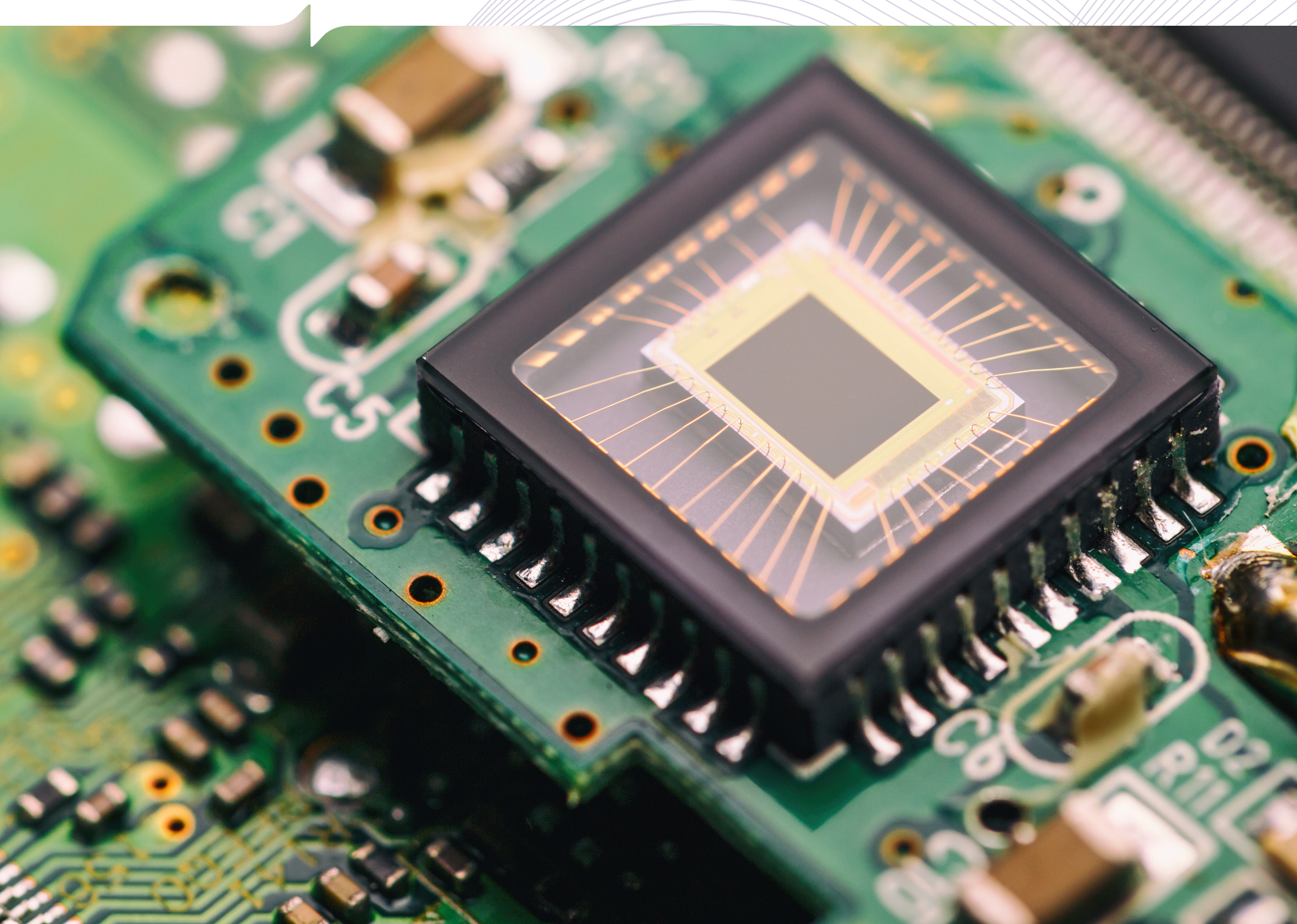
## ANTI-CORRUPTION MEASURES

We take active measures to prevent corruption and bribery across the business, with policies and annual staff training in place.

## DATA SECURITY

We understand the importance of data protection and privacy and have various policies in place, including:

- ▲ GDPR policy
- ▲ Website privacy policy
- ▲ Anti slavery policy
- ▲ Cyber Essentials+ certification
- ▲ Other second party certification (driven by additional customer requirements)



# OUR PLEDGE

## ▲ 2025 & BEYOND

We're committed to improving upon our environmental, social and governance responsibilities and have outlined our plans and commitments for the next year and beyond.



### EMISSIONS

Formalise processes for capturing emissions across the various functions of the business.



### REDUCTION INITIATIVES

Continue to implement and drive initiatives to reduce carbon emissions.



### SUPPLIERS

Assess suppliers' environmental commitments and looking to ensure we work more with responsible suppliers.



### LOCAL COMMUNITIES

Review engagement with local communities, such as charities and education.





Landguard Systems design and manufacture small size, low energy custom radio systems that enable our government, defence and law enforcement customers to track, locate and protect their crucial operation assets.

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